



## **Racial Equity Impact Assessment - Short Form**

*"We know that when more Washingtonians are given a fair shot, we are a stronger and more resilient city." - Mayor Bowser*

**What is this guide and how is it used?** Racial equity is both an outcome and a process. Using racial equity tools like this one is not the end goal but a step towards integrating a racial equity lens across District work. The questions below are meant to help readers identify strategies and resources they may need to embed racial equity in their work. It is strongly encouraged to use this guide early in the policy/program development stage. It is suggested to discuss these questions as a group with all staff who will be responsible for developing and implementing the policy/program.

For technical assistance, please contact Dr. Amber Hewitt, Chief Equity Officer, at [amber.hewitt1@dc.gov](mailto:amber.hewitt1@dc.gov).

**Rationale:** To guide agencies in addressing racial equity as they develop, implement, and evaluate policies, practices, and programs. While each decision analyzed using a racial equity impact tool may result in seemingly small changes, their cumulative impact over time can result in significant changes.

### **Framing the Vision: What are the expected goals and outcomes?**

1. What policy, initiative, program, etc. (herein proposal) is being proposed and why? What is it in response to? (If your proposal is a budget, please see the Racial Equity Budget Tool, Appendix II)
2. What does the Agency/Department expect will be the outcomes of this proposal?
3. How does this proposal align with the goal of advancing racial equity in the District?

### **Evidence: What do the data show?**

4. What qualitative data and quantitative data disaggregated by race and ethnicity does the Agency/Department already have related to this proposal?
  - Some: Continue to #6.
  - None: The Office of Racial Equity is available to help Agencies/Departments consider additional data sources and measures. For now, skip to #8.
5. Are the data you already have complete and reliable enough to look at this proposal's impacts and outcomes by race and ethnicity?
  - Yes: Do the data show any existing racial inequities? If so, what are they?
  - No: How can the Agency/Department data collection methods be changed to gather more complete data?
6. Is the Agency/Department required to gather and/or track these data? If not, is it possible for your Agency/Department to make it standard practice to collect race and ethnicity data? If not, what barriers are preventing your Agency/Department from collecting and/or accessing complete data?
7. What additional data sources can the Agency/Department collect and/or access to assess the racial equity impacts of this proposal? E.g., what do available data tell us about the intersection of race, ethnicity, gender, sexual orientation, primary language, or ability status?

8. What does your Agency/Department plan to use as benchmarks and success indicators for this proposal? What racial equity outcomes can be added to these measures if they are not already planned?

Please see Appendix I for additional recommended data sources.

**Partners: Who are the stakeholders?**

9. Which residents, other stakeholders,\* and neighborhoods/locations will be most impacted by this proposal? Why?
10. How has the Agency/Department engaged residents and stakeholders in this proposal to date?
11. How will the Agency/Department engage the most impacted stakeholders from #9 in decision-making and follow-up moving forward?

**Anticipate: What are possible benefits and burdens?**

12. What negative impacts or unintended burdens could this proposal cause? (E.g., the location for a new airport could disrupt traffic patterns and create noise and air pollution that impact residents in the immediate vicinity and worsen racial inequities.) Which racial or ethnic groups could be negatively impacted? How could negative impacts be prevented or minimized?
13. What unintended benefits could this proposal cause? Which racial or ethnic groups might disproportionately benefit?
14. Are there any internal, organizational barriers which might hinder this proposal's success?

**Accountability: How will the Agency/Department evaluate this proposal and follow up with stakeholders?**

15. How will the impacts of this proposal be evaluated? Who will do the evaluation? How will communities who are impacted by this proposal partner in an evaluation?
16. How will the Agency/Department report on the proposal's outcomes? What methods will the Agency/Department use to follow up with impacted residents on evaluation results?

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\* Other stakeholders include residents, businesses, communities, organizations, etc. who may benefit or be burdened by this proposal in addition to residents who are most impacted.

## **Racial Equity Impact Assessment - Pocket Guide**

### **Appendix I: Data Sources**

In addition to Census data and data collected by agencies, the following resources may be helpful:

- <https://opendata.dc.gov>
- <https://dchealth.dc.gov/publication/health-equity-report-district-columbia-2018>
- <https://diversitydatakids.org/maps/>
- <https://www.dcraciaequity.org/open-data-sets>
- <https://opdemographicdatahub-dcgis.hub.arcgis.com/documents/racial-education-income-segregation-in-the-district-of-columbia/explore>
- <http://nationalequityatlas.org/indicators>
- <https://dchealthmatters.org>